Search Committee Task Force Meeting

Tuesday, December 11, 2018

2:30 - 4:00 p.m., Oak Creek Room

Notes

* Priscilla handed out two documents for the task force to review: *Best Practices for Conducting Faculty Searches* from Harvard’s Faculty Development and Diversity office and “Recruiting Diverse and Excellent New Faculty” from *Inside Higher Ed*.
  + Some of what Harvard suggests won’t be applicable to NAU because we are a public institution and they are not.
  + The *Inside higher Ed* document has links to other universities and their search processes.
* We would like to hear about people’s experiences on search committees and experiences being recruited. This information can be provided any way a person feels most comfortable – email, phone call, etc. It will be kept private.
  + Anecdotal information is welcome
  + In particular would like to hear about search firms
    - We try to get diversity info from them, we ask if they have diversity on their search committees, we try to train them on issues, they do deep dives that are not allowed in our searches – things like asking questions about religion, kids, etc. This is a pretty regular occurrence according to some of the task force members.
    - Anything a search committee – including search firms – does on behalf of NAU needs to follow our rules.
* Karen: Asked for clarification on procedure
  + We’re only talking about faculty right?
  + Yes, right now only faculty because there is something to fix in COFS
  + The faculty search process is looked at in real time. For every faculty search:
    - The matrix is reviewed
    - Approval of interview questions
    - Approval of reference questions
    - Pools looked at for demographics (committee doesn’t get this information, the chair and dean do)
      * If not a diverse pool, it can be kept open, maybe canceled but that is in extreme situations
    - Departments must submit recruitment plans
* Has anyone every polled faculty members who serve as diversity representatives to see what their experiences are?
  + We see that people feel marginalized on committees but we receive this information through complaints, especially graduate assistants serving on faculty search committees
* Is there a diversity portion to the current faculty search training?
  + Only about how to not discriminate. We need to add to this to include bias and other areas.
  + One idea is to put a structure in place to train committees on diversity issues but leave it to the departments to decide what is discipline specific
* Are searches reviewed by anyone after they close?
  + Yes, through the affirmative action plan. Disposition codes are reviewed.
    - This process shows where applicants fell out of the process
      * We can look at the supporting documentation at each point and look to see if discrimination took place
    - We can also look at the recruitment plan and see if it was followed and provide feedback about the pool
  + Where is this information published?
    - It’s not published
      * There are rules around what is required to be published
      * The AAP for vets and individuals with disabilities is required
      * We also provide goals by job groups for women and minorities
        + Goals provide information about availability and whether or not recruitment has sufficiently created pools of qualified individuals who reflect the diversity available
        + Instructions on how to find the [AAP goals for faculty and staff](https://in.nau.edu/eao/plan/) were provided
  + Is it accurate that the distinction of being a Hispanic serving institution is only determined by student enrollment?
    - Yes, plus promises to serve these students
      * Mountain campus is not yet a HSI but Yuma is
    - These criteria are determined by the Department of Education (DOE)
  + Title IX – Seems like they are narrowing the scope of what is enforced. If the government is narrowing it’s definitions then what does that look like in our conservative state
    - Affirmative Action is an Executive Order, so as long as we’re a federal contractor we have to follow the rules set by the Executive Order
    - But we don’t know what the compliance area will look like yet with the proposed changes to Title IX
      * NAU also has policies to cover non-discrimination, so even if these requirements go away we have our own
* Diversity representatives
  + What should we call them and what will their roles be?
  + Lori from political science – likes the term diversity advocates
    - Her department is bringing the CDO from Coastal Carolina University to speak to the department about recruiting and retaining diverse faculty
      * They would be happy to open the presentation up to others but none of the plans have been solidified yet. She will keep us posted.
* Reviewed diversity definition from DSP
  + Once the DSP is adopted this will be the university definition